



Office of Statewide Health Planning and Development

**Healthcare Workforce Development Division**

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SITE VISIT REPORT

Merced College, Associate Degree Nursing Program

Report completed by: Manuela Lachica

Date: March 25, 2010

Time: 9:00 a.m.

Location: Merced College, Associate Degree Nursing Program
3600 M Street, Merced, CA 95348

Discussion: Kitty Casarez became the Associate Degree Nursing (ADN) Program Director at Merced College in June 2009 after serving as the Associate Director for 1 ½ years. Gloria Provencio is the Associate Program Director for the ADN Program, she had been in the position for 1 ½ years. Both Ms. Casarez and Ms. Provencio are graduates of the program and both continued on to receive their Bachelor's in Nursing from California State University, Stanislaus. Ms. Provencio attended California State University, Fresno where she received her Master's in Nursing.

Site Tour: The ADN Program is located in the new Dr. Lakireddy, School of Health Sciences, the program moved into the facilities in August 2009. The facility is state of art with a computer room, labs, lecture halls and various group study rooms. The School of Health Sciences includes the LVN Program, lab technician and radiology technician. The site visit included a tour of Mercy Merced Hospital where the students completed their clinical training. It also included a brief meeting with students from all four (1 -4) semesters. The students were appreciative of the special program funds because it allowed for the skill labs to be open and for a faculty member to work with them and coordinate any follow-up they needed to complete. Students have a good relationship with the faculty and associate and program director.

Findings: The program meets the goals and objectives of the Song-Brown Program.

SONG-BROWN HEALTHCARE WORKFORCE TRAINING PROGRAM

Registered Nurse Education Program Site Visit Evaluation Review

Training Program Information

Name of Training Program: Merced College Registered Nursing Program

Date of Site Visit: March 25, 2010 Site Review Staff: Manuela Lachica, Song-Brown Program Director

Names and Titles of Persons Interviewed: Kitty Cazares, RN Program Director; Gloria Provencio, Asst. Director; Luis Flores, Researcher; Sue Helfgott, Counselor; Student Representatives from 1st through 4th semesters

Site visit questions relate to the Song-Brown Healthcare Workforce Training Act Standards for Registered Nursing Education Programs, established by the California Healthcare Workforce Policy Commission, pursuant to Health and Safety Code 128200, et seq. Each training program standard is presented in bold:

Section

I. Each Registered Nursing Education Program approved for funding under the Song-Brown Healthcare Workforce Training Act (hereinafter "the Act") shall be operated by an accredited California School of Nursing or shall be approved by the Regents of the University of California or by the Trustees of the California State University and Colleges, or shall be approved by the Board of Registered Nursing pursuant to Section 2834-2837, Article 8, Chapter 6, Div. 2, of the Business and Professions Code, or the Board of Governors of the California Community Colleges, and that is approved by the Board of Registered Nursing.

The following questions relate to Section I of the Training Program Standards:

1. Is the education program operated by an accredited California School of Nursing?

Yes ☒ No ☐ N/A ☐

2. Has the program been approved by one of the following entities?

The Board of Registered Nursing?

Yes ☒ No ☐ N/A ☐

The Board of Governors of the CA Community Colleges?

Yes ☒ No ☐ N/A ☐

The Trustees of the California State University?

Yes ☐ No ☒ N/A ☐

The Regents of the University of California?

Yes ☐ No ☒ N/A ☐

3. What is the NCLEX first time pass rate?(06/07 92.31%) (07/08 68.57%) (08/09 78.57%)
4. What is the overall NCLEX pass rate? 84.08 for last five years
5. How many students do you train each year? Graduate 31-49 each year

Comments: The program admits 60-64 students each school year. Based on space availability, the program allows 3-5 LVN to RN students into the 3rd semester.

Section

II. Each Registered Nursing Education Program approved for funding under the Act shall include a component of education in medically underserved multi-cultural communities, lower socioeconomic neighborhoods, or rural communities, and shall be organized to prepare registered nursing services in such neighborhoods and communities.

The following questions relate to Section II of the Education Program Standards:

1. Does the education program include a component of training in medically underserved multi-cultural communities, lower socioeconomic areas, or rural communities (hereinafter “component of training”) that is organized to prepare registered nurses for services in such neighborhoods and communities?

Yes X No ☐ N/A ☐

If no, provide comments:

2. Describe the location of the education program’s “component of training”?

Check which category(ies) apply:

Training Site Name and Address	Medically Underserved Multi-cultural Community	Lower Socio- Economic Area	Rural Area	None of the Above
Mercy Merced Medical Center 301 East 13 th Street, Merced, CA 95340	X	X	X	<input type="checkbox"/>

Comments: Merced College RN program utilizes 14 different training site, all of the sites are located in RNSA’s.

3. Are all of the program's students required to spend part of their education in patient care in the "component of training"?

Yes ☒ No ☐ N/A ☐

Did the site review include a visit to the "component of training"?

Yes ☒ No ☐ N/A ☐

Comments: A visit to Mercy Medical Center included the Emergency room, the Medical floor, the Surgical floor, the Intensive Care unit, and the Telemetry floor. During the visit, Song-Brown staff talked to some of the program graduates that are employed at the hospital. All the graduates stated that they felt very prepared for their jobs and enjoyed the program.

4. Check all applicable categories that describe the "component of training"?

Name of Training Site	Site Designation*				
	Non-Profit Hospital	Private Hospital	VA Facility	County Facility	Government Owned or Operated Facility
Mercy Medical Center, Merced	X	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Los Banos Memorial	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Children's Hospital of Madera	X	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>

Additional comments relating to compliance with Section II of the Standards (optional): Mercy Merced provides culturally competent care in a variety of ways—Healthy House interpreters are on-staff each day to interpret Hmong and Spanish, Hmong Shaman are included in healthcare decisions, other interpreters are available by phone. Pamphlets are printed in a variety of languages, along with discharge instructions.

Section

III. Appropriate strategies shall be developed by each education institution receiving funds under the Act to encourage Registered Nurses who are educated in the education program funded by the Act, to enter into practice in areas of unmet priority need for primary care family physicians within California as defined by the California Healthcare Workforce Policy Commission (hereinafter referred to as "areas of need"). Such strategies shall incorporate the following elements:

- A. An established procedure to identify, recruit and admit registered nursing students who possess characteristics which would suggest a**

predisposition to practice in areas of need, and who express a commitment to serve in areas of need

- B. An established counseling and placement program designed to encourage education program graduates to enter practice in areas of need.**
- C. A program component such as a preceptorship experience in an area of need, which will enhance the potential of education program graduates to practice in such an area.**

The following questions relate to Section III of the Education Program Standards:

1. Does the program have an established procedure to identify, recruit and admit registered nursing students who possess or express the following characteristics?

- a) A predisposition to practice in areas of need? Yes ☒ No ☐ N/A ☐
- b) A commitment to serve in areas of need? Yes ☒ No ☐ N/A ☐

Comments: The Nurse Ambassador program includes students from the RN program that speak to high schools and elementary schools. Merced College instructors also speak to community groups such as Interact regarding Allied Health professions. Of the current 8 full-time faculty, 5 work in local facilities—which role-model for students the choices to practice in the Merced area. During this visit, ROP students from local high schools were touring Allied Health. From the first semester and throughout the curriculum, diversity and multicultural care are included.

2. Check all applicable categories that describe the established procedure referenced in Section III of the Education Program Standards (above):

- a) Mission statement speaks to graduate deployment Yes ☒ No ☐ N/A ☐
- b) Website emphasizes underserved areas, populations Yes ☒ No ☐ N/A ☐
- c) Promotion of mission in interviews of training program applicants Yes ☐ No ☐ N/A ☒
- d) Weighting of underserved goals affecting ranking of applicants Yes ☐ No ☐ N/A ☒
- e) Special emphasis on recruiting registered nursing students from local community Yes ☒ No ☐ N/A ☐
- f) Developing core faculty with experience in underserved practices Yes ☒ No ☐ N/A ☐
- g) Formally promoting registered nursing careers in high schools, colleges Yes ☒ No ☐ N/A ☐

Other (describe): Merced College is currently utilizing the Merit-Based selection process that weights English 1A, the core sciences (Physiology, Microbiology, and Anatomy) and then overall GPA. This formula was created by the researcher—utilizing data so that no group was negatively impacted with the selection process. Interviews are not included in the process. After meeting the merit-based criteria, applicants are put through a lottery process. Due to our large percentage of diversity in the community (over half of the local population is identified as Hispanic), our recruitment efforts focus on these students to apply.

3. Describe the portion of the curriculum geared towards cultural competency.

a) If cultural competency training is not provided in the program explain why.

Description: Culturally competent care is integrated into ALL components of the RN nursing program. In first semester, cultural competence is defined and concepts of cultural diversity are introduced. Each semester's clinical experience incorporates and reinforces how patient care needs to include cultural needs of the patient.

4. Does the program have an established counseling and placement program designed to encourage nursing education program graduates to enter practice in areas of need?

Yes ☐ No X N/A ☐

Grant support does provide a designated Allied Health counselor who provides students with evaluations before being admitted to the program, and continued evaluations throughout the program to prepare for graduation requirements. This counselor is also available for individual counseling services.

Does the program provide any type of support services for students?

X NCLEX Preparation -- Define the nature of your NCLEX

X Skills Lab preparation in space provided

X Tutoring below.

X Mentoring

☐ Safety Issue

Definition: For each semester, a different version of ATI is offered to evaluate learning and

preparedness for the NCLEX. For example, first semester students take Fundamentals, second

semester take the Obstetrics component, third semester take Pediatrics, and fourth semester take a

review class that prepares students for the NCLEX. These are offered at no cost to the student due to costs covered by grant funding.

Are these services free to the students?

Yes X No ☐ N/A ☐

5. Check all applicable categories that describe the established counseling and placement program referenced in Section III of the Education Program Standards (above):

- | | |
|---|--|
| a) Faculty advisors/hospital management promote practice Opportunities | Yes X No <input type="checkbox"/> N/A <input type="checkbox"/> |
| b) Coordination with Health Professions Education Foundation’s RN education scholarships and loan repayment | Yes X No <input type="checkbox"/> N/A <input type="checkbox"/> |
| c) Coordination with community healthcare employers in recruiting program graduates | Yes X No <input type="checkbox"/> N/A <input type="checkbox"/> |
| d) A process matching registered nurses with underserved areas | Yes <input type="checkbox"/> No X N/A <input type="checkbox"/> |

Additional comments relating to compliance with Section III of the Standards (optional): Dr. Mike Russler from CSU Fresno recently presented information about application through Health Professions that were available to all students, including those who are continuing of for their BSN. Both Mercy Merced and Memorial Los Banos provide luncheons each semester to graduating students to discuss job opportunities at their facilities. Clinical rotations for every student offers the opportunity to observe a multitude of nursing roles and follow staff in these facilities to observe outstanding student performances.

Song-Brown Program questions:

1. What is the ratio of faculty to students during clinical training? Currently the ratio for Merced College is one instructor to six students.
2. Is the faculty member at the clinical training site with the students? Yes

3. If applicable, how do you feel your program benefited from Special Program funding?

The program has been able to expand the open Skills Lab hours from 12 hours each week to 26 hours each week, ATI testing for all semesters, mentoring by faculty and students for struggling students identified by the Success Coordinator, tutoring by Success Coordinator (both for Theory and Clinical), NCLEX review class for graduating students, counseling services for incoming students through graduation. In summary, students were offered more services due to the ability to fund resources.

4. Are your students required to do any community service hours? If not, why?

Students are required to complete community service hours in both 3rd and 4th semesters to fulfill their Leadership component of the curriculum. Being an Ambassador, volunteering at Community Health fairs, or leading tours through Allied Health building for events are some of the ways to fulfill community services hours.

The following are general questions relating to the administration of the Song-Brown Registered Nursing Education Program:

1. Do you have any concerns about any of the following processes established for the administration of the Song-Brown Act?

- | | |
|---|---|
| a) The application for Song-Brown funds: | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| b) The oral presentations to the Commission | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| c) New funding mechanism | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| d) Awarding of funds | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| e) The contract process | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| f) The invoice process | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| g) RNSA methodology | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

2. Is there any information about the Registered Nursing Education Program not covered by the above questions that should be noted or included with this site visit report? No

If yes, please comment:
